



*Mr. Employer*

**it's GOOD BUSINESS**


**to hire the handicapped!**



## **throughout the United States**

—in almost every community—there are men and women who are commonly referred to as “handicapped” persons. They have varying degrees of disabilities. Some of them are veterans of one or both world wars; others are persons who have suffered disabilities in accidents—some are the victims of disease or injuries at birth.

Many of the world’s great men and women have been handicapped, and some of them have towered above their more fortunate neighbors.



## **the disabled have included presidents and lawmakers**

They have embraced authors, poets, lecturers, inventors and composers. They have included millions of people who, in shops, offices, fields and factories, do all kinds of work to earn their living.

There was Steinmetz, a giant in the field of invention. His employer, conscious of his potentialities, paid no heed to his disability. This world, as a result, gained splendid achievements from this man who was handicapped from birth.

## **his employers knew it was good business to employ Steinmetz**

Recall those handicapped persons YOU KNOW of who have made great contributions in modern history. Such a list certainly will include Beethoven, the composer; Sarah Bernhardt, the actress; Byron, the poet; Alexander Graham Bell, inventor of the telephone; Thomas A. Edison, inventor of the electric bulb and phonograph; Helen Keller, the author-lecturer, and others.

On these and other notable handicapped persons the spotlight of fame has focused. But for each of them there are millions of handicapped men and women of every race and national origin who, in industry, business, agriculture, and government, are making splendid day-in-day-out contributions in their communities and fields of employment.





## **\* mr. employer!**

Is there a Steinmetz in your community? Or an Edison? Maybe—who knows?

## **\* mr. employer!**

There may be among the handicapped persons in your own community men and women who, while not geniuses, can mean more production in your business. At a machine \* \* \* A desk \* \* \* In the laboratory \* \* \* **IN THOUSANDS OF JOBS.** The local office of the United States Employment Service in your community makes it a business to know these things. There you will find available workers with skill and training who meet your job needs.





**The unused skills, abilities and knowledge of the handicapped in your community could mean steadier, more efficient production in your community.**

Many of the largest employers in the country have proved for themselves that it is good business to employ the handicapped in jobs for which they are fitted.

They are convinced that employment of handicapped persons is not only a matter of good public relations but that disabled employees make distinct contributions to industry.

Employment of handicapped persons is no longer a matter of guesswork. Their employment is good business in jobs which match their abilities.

Surveys have proved that handicapped workers are:

-  **safer workers.**
-  **absent from jobs less than nonhandicapped persons.**
-  **more efficient workers than nonhandicapped workers.**
-  **persons who stay at the job.**

Surveys made by the U. S. Bureau of Labor Statistics proved that 450 employers employing 88,600 handicapped workers were getting better results from physically-impaired persons than from nonhandicapped workers.

### **it was found:**

Only 11 percent had poorer accident records than nonhandicapped . . .

51 percent of the handicapped workers had better accident records . . .

38 percent had accident records as good as non-disabled persons . . .

### **records proved:**

Only 7 percent were absent from the job more frequently than nonhandicapped workers . . .

49 percent had better than average absence records . . .

44 percent had average records for absence from the job . . .

### **the surveys proved:**

Only 11 percent had poorer records for staying at their jobs . . .

58 percent of the handicapped workers stay at their jobs longer . . .

31 percent have average records for turn-over . . .

Significantly, these surveys revealed that the ratio of disabling injuries for employed handicapped workers was exactly the same as for nonhandicapped workers—one disabling injury for each 10,000 hours of work.

The ratio of nondisabling injuries for handicapped workers was revealed to be slightly lower—10 for each 100,000 hours of work by handicapped workers and 11 per 100,000 hours for able-bodied workers.

Handicapped workers lost only 41 days out of each 1,000 scheduled workdays; the nonhandicapped lost 43.

The quit rate for nonhandicapped workers was 102 out of every 1,000.

In contrast, the quit rate for handicapped workers was only 40 out of every 1,000 in the same period.

The surveys proved that the key to successful employment of the handicapped is proper placement. In plants with good selection and induction methods, the handicapped generally proved to be superior workmen.

Unemployed handicapped persons in your community possess abilities which represent unused production capacities.



The United States Employment Service in your community will help you to hire handicapped workers in your business. That service is as near as your telephone.

**Fill your job vacancies with  
handicapped workers—NOW!**

**p. S.** No job calls for all the abilities of the individual worker and no individual is handicapped for all jobs. Handicapped workers do not want sympathy. They want an opportunity—and equal chance to earn a living. You can help them and help yourself! Judge them by their ability—not their disability. It's good business.

**UNITED STATES EMPLOYMENT SERVICE  
DEPARTMENT OF LABOR**